



JIM STRICKLAND
MAYOR

January 24, 2022

The Honorable Michalyn Easter-Thomas, Chairman
Personnel, Government Affairs, and Annexation Committee
City Hall - Room 514
Memphis, TN 38103

Dear Chairman Easter-Thomas:

Subject to Council approval, I hereby recommend that:

Emily Greer

be appointed to the Memphis and Shelby County Community Redevelopment Agency with a term expiration date of August 31, 2024.

I have attached biographical information.

Sincerely,

Jim Strickland
Mayor

JSS/sss

Cc: Council Members

MEMPHIS & SHELBY COUNTY COMMUNITY REDEVELOPMENT AGENCY

7 Member Board

Oath of Office Required

(3) City & (3) County (1) Joint

4 Year Term

Purpose:

The enabling legislation of the Community Redevelopment Act of 1998 gave Memphis and Shelby County the exclusive authority to establish a Community Redevelopment Agency with all the powers necessary to plan, finance and implement major redevelopment projects. The Community Redevelopment Agency was established for improving the quality of life through the prevention and elimination of slum and blight and providing affordable housing for low to moderate-income families within Memphis and Shelby County.

Members:

Cantor, Sam	M/W	08-31-21
Vacating--Mason, Sr., R. Miles	M/W	08-31-20
Kandace Stewart	F/B	08-31-24

Langston, Ann W. (Joint Appointment)	08-31-16
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Updated 01-24-22



City of Memphis

BIOGRAPHICAL INFORMATION APPOINTMENT TO BOARD/COMMISSION

CRA

BOARD/COMMISSION

Name: Emily S. Greer Race AA M ☐ F ☒

E-Mail Address: esgreer2134@yahoo.com Fax _____

Profession/Employer: Retired- CAO - ALSAC/St. Jude Children's Research Hospital

N/A

Business Address: _____ Zip _____ Phone: _____

Education: EMBA - University of Memphis; BS- Christian Brothers University; Sr. Professional

Name of Spouse: Jarvis Greer Number of Children: 2

Home Address: 93 Village Lane Phone: 901-494-9675

City: Memphis State: TN Zip: 38103

I certify that I am a resident of the City of Memphis (Unincorporated areas and surrounding counties are not considered). Yes ☒ or No ☐ If yes, how long? 10 years

Professional Organization/Associations:

Current Boards: Christian Brothers University - Vice Chair; Compass Community Schools; Tri Delta Executive Board. Past Boards: Greater Memphis Chamber; Memphis Medical District Collaborative; Ronald McDonald House; LeMoyne-Owen College.

Other Organizations/Association:

The Links, Incorporated (Memphis, TN Chapter)

Other Interests:

Spending time with family, including 5 grandchildren, sports, reading, theatre and exercise.

Signature _____ Date _____

Emily Greer



Emily Greer dedicated her 29-year career as a senior executive at ALSAC/St. Jude Children's Research Hospital, the fundraising and awareness organization for St. Jude, until her retirement on December 31, 2021. Most recently, she was Chief Administrative Officer for ALSAC, where she was responsible for leading the day-to-day administrative operations and served as a key executive and number 2 to the CEO, Rick Shadyac.

In this position, she worked with the senior leadership team to establish enterprise strategies, ensure efficient execution of strategic objectives and operating systems for process improvement. Emily's responsibilities included Business Continuity, Merchandise Marketing, Security/Safety, Facilities

Management, Information Security, and Supply Chain.

During her tenure with ALSAC, she served in various management roles, including Senior Vice President of Human Resources and Chief of Staff prior to becoming Chief Administrative Officer.

Emily came to ALSAC with a human resources and retail management background in corporate administration, having worked at Goldsmith's and Delta International Machinery.

She graduated cum laude from Christian Brothers University with a Bachelor of Science in Marketing and Management, earned her certification as a Senior Professional in Human Resources through the Society of Human Resources Management, and in 2006, earned her Executive Master of Business Administration from the University of Memphis, where she received the Dean's Award for Academic Excellence and was inducted into the Honor Society of Phi Kappa Phi.

Emily serves on a number of boards, including Christian Brothers University, the Compass Community Schools and the Tri Delta Executive Board. She was a member of the boards for the Greater Memphis Chamber, the Memphis Medical District Collaborative, Ronald McDonald House of Memphis LeMoyne-Owen College and served as the co-chair of the transition team for Memphis Mayor-elect Jim Strickland in 2015.

Emily has received numerous honors and awards, including 25 Influential Black Women in Business Award, The Network Journal; 2017 Workforce Diversity Executive Leadership Award, The National Organization for Workforce Diversity Board of Directors; Top 25 Women in Business, Memphis Business Journal; Alumna of the Year, The University of Memphis; 2018 Distinguished Alumna Award, The University of Memphis; Hall of Fame, Fogelman School of Business and Economics, The University of Memphis; and 50 Women of Excellence, Tri State Defender; 2021 Honorary Doctorate of Public Service, Christian Brothers University.

She is married to her husband, Jarvis, and they have two children, McKenzie and Jarvis, Jr., and five grandchildren.

City of Memphis



JIM STRICKLAND
MAYOR

TENNESSEE

January 24, 2022

The Honorable Michalyn Easter-Thomas, Chairman
Personnel, Government Affairs, and Annexation Committee
City Hall - Room 514
Memphis, TN 38103

Dear Chairman Easter-Thomas:

Subject to Council approval, I hereby recommend that:

Mario Walker

be appointed to the Memphis Landmarks Commission with a term expiration date of July 14, 2025.

I have attached biographical information.

Sincerely,

A handwritten signature in black ink, appearing to read "Jim Strickland", is written over a circular stamp. The stamp contains the text "Jim Strickland Mayor" in a serif font.

Jim Strickland
Mayor

JSS/sss

Cc: Council Members

LANDMARKS COMMISSION

9 Member Board

5 Year Term

Oath of Office Required

Grants or denies a certificate of appropriateness of applications for permits for construction, alteration, repair, rehabilitation, relocation or demolition of any building, structure or other improve to real estate situated within the 16 historic districts that have been established by the Memphis City Council. Empowered to request detailed construction plans and related data for thorough review of proposal. No construction, alteration, repair, etc of any building, structure or other improvement to real property situated within a historic district or zone shall be performed without the issuance of a certificate of appropriateness.

Joy Doss	F/B	08-31-24
Joyce Cox	F/B	06-30-23
Felicia Boyd	F/B	08-13-22
Peter Warren	M/W	10-31-21
Joyce Selena Love	F/Mr	07-24-25
Brown Gill LUCB REP	M/W	07-14-25
Vacancy (Margot Payne)	M/W	07-14-25
Cyndy Grivich Tucker	F/W	08-31-23
Natasha Strong	F/B	05-26-23

Update 12-29-21



City of Memphis

BIOGRAPHICAL INFORMATION APPOINTMENT TO BOARD/COMMISSION

Memphis Landmarks

BOARD/COMMISSION

Name: Mario Walker Race Black M ☒ F ☐

E-Mail Address: mwalker@selftucker.com Fax 901.261.1515

Profession/Employer: Registered Architect | Self+Tucker Architects

480 Dr M. L.King Jr. Ave, Suite 201
Business Address: _____ Zip 38126 Phone: 901.261.1505

Education: Master of Architecture (MArch) | University of Memphis | 2012

Name of Spouse: Hope Walker Number of Children: 3

Home Address: 1775 First Green Dr Phone: 901.832.0064

City: Memphis State: TN Zip: 38116

I certify that I am a resident of the City of Memphis (Unincorporated areas and surrounding counties are not considered). Yes ☒ or No ☐ If yes, how long? 37 years

Professional Organization/Associations:

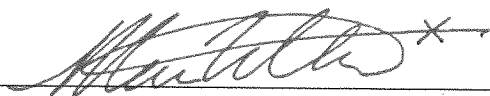
National Council of Architecture Registration Board (NCARB)
American Institute of Architects (AIA) | National Organization of Minority Architects (NOMA)

Other Organizations/Association:

Memphis Shelby County Code Advisory Board | DMC - Design Review Board
Memphis Zoological Society

Other Interests:

In my spare time, I genuinely enjoy biking, photography, travel and sharing my passion for architecture with family, friends and my community. And although most of my professional work is commercial, I have an interest in residential architecture, both new and historic.

Signature  Date 01.06.2022

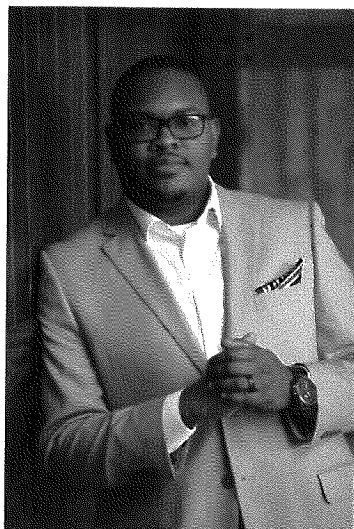
Mario Walker, NCARB, AIA, NOMA, LEED Green Assoc

Project Architect + Manager at Self+Tucker Architects

mwalker@selftucker.com (work) | mlwalkerio@gmail.com (personal)

[linkedin.com/in/mario-walker-ncarb-aia-noma-leed-green-assoc-47383227](https://www.linkedin.com/in/mario-walker-ncarb-aia-noma-leed-green-assoc-47383227)

Summary



Joined Self+Tucker Architects in 2005 as a Project Coordinator. In 2013, operated in the position of Project Manager + Lead Designer. Currently acting as Design Architect and am licensed to practice architecture in the State of Tennessee and Mississippi. Earned a Master in Architecture from the University of Memphis in 2012, graduating in the top of my class. Possess a high level of creativity and responsible green design which is fundamental in every design opportunity and strongly believes that the quality of life is enriched by each well-designed structure and public space.

Design experience includes neighborhood planning and streetscapes development including the Memphis 3.0 Comprehensive Plan for the City of Memphis; residential design including private single family, affordable and multi-family housing; institutional and mixed-use developments including schools, museums, religious institutions, healthcare, transportation hubs including MConnect BRT stations for the Memphis Area Transit Authority (MATA) and the City of Memphis, as well as public open space. Design work has been recognized and have earned awards locally, regionally and nationally. Experienced in all phases of the design and construction process as well as managing complex project teams and collaborating closely with Owners, Contractors and Community Partners. Also, highly proficient in 3D visualizations

and digital fabrication. This is an important skill during the design process and for more effective community engagement.

Currently a LEED Green Associate pursuing LEED Accredited Professional BD+C. Engaged in two firm projects aiding in those designs receiving LEED Gold certification. Overall involved in 5 LEED pursuing projects.

Functioned as Assistant Instructor in the Department of Architecture at the University of Memphis, engaging students in Design Studios and Design Reviews. An Active member of both The American Institute of Architects (AIA) and the National Organization of Minority Architects (NOMA). Currently holds positions on several local and national boards including, President of the NOMA Memphis chapter, AIA National Emerging Professionals Task Force, The National Council of Architectural Registration Board (NCARB)'s ARE 5.0 Forms Assembly Subcommittee, Memphis and Shelby County Building Code Advisory Board and the Memphis Zoological Society Board where I help promote animal conservation concepts by way of the built environment.

In my spare time, I genuinely enjoy biking, photography, traveling and sharing my passion for architecture with family, friends, and my community.

Experience

Design Architect + Project Manager at Self + Tucker Architects | August 2019 - Present (1 month)

Project Manager + Lead Designer at Self + Tucker Architects | April 2013 – August 2019 (6 years 6 months)

Project Coordinator at Self+Tucker Architects | February 2005 – April 2013 (8 years 3 months)

Project Intern at Fleming Architects | May 2002 – July 2002 (3 months)

Education

The University of Memphis

Master of Architecture (MArch), Architecture, 2012

The University of Memphis

Bachelor of Fine Arts in Architecture (BFA), Architecture, 2007

Mario Walker, NCARB, AIA, NOMA, LEED Green Assoc

Project Architect + Manager at Self+Tucker Architects

mwalker@selftucker.com (work) | mlwalkerrio@gmail.com (personal)

[linkedin.com/in/mario-walker-ncarb-aia-noma-leed-green-assoc-47383227](https://www.linkedin.com/in/mario-walker-ncarb-aia-noma-leed-green-assoc-47383227)

Skills + Certifications

Skilled in architectural drafting, AutoCAD, REVIT, Photoshop, In-Design, Lightroom, Sketch-Up, Lumion, Enscape, Com/Res Check, model building, Microsoft office programs and project/ construction management. Design experience includes neighborhood urban design including streetscapes; residential design including private, affordable and multi-family housing: institutional, religious and mixed-use developments.

National Council of Architectural Registration Board (NCARB) Certified

USGBC – LEED Green Associate

Lean Six Sigma – Yellow Belt Certified

Organizations

American Institute of Architects (AIA)

December 2012 to Present

AIA Memphis Chapter

Director of Emerging Professionals | 2014-2015

January 2012 to Present

National Organization of Minority Architects (NOMA)

September 2011 to Present

NOMA Memphis Chapter

President | 2019-2020

Treasurer | 2011-2012

Honors and Awards

Design Awards

AIA

2015 Award of Merit – AIA Memphis

Nation Civil Right Museum Renovation

2016 Award of Excellence – AIA Memphis

Vasco Smith Jr. Admin Building

2016 Award of Merit – AIA TN

Vasco Smith Jr. Admin Building

2018 Award of Merit – AIA Memphis

Memphis Business Academy

2020 Award of Merit – AIA Memphis

Teach For America - Memphis

Memphis Business Journal (MBJ) – Building Memphis Award

2014 Award for Best Public/Private project

Nation Civil Right Museum Renovation

2015 Award for Best Public/Private project

Memphis Business Academy

2017 Award for Best Renovation/ Conversion

Big River Crossing

2017 Award for Community Impact Project of the Year

Big River Crossing

2018 Award for Best Renovation/ Conversion

Teach For America

2019 Award for Best Renovation/ Conversion

Memphis Music Initiative

2020 Award for Best New Construction

Shorb Tower – Methodist Hospital (*In conjunction with HKS Dallas*)

NOMA

2017 Award of Citation – NOMA National

Big River Crossing

2017 Award of Citation – NOMA National

Memphis Business Academy

2017 Award of Citation – NOMA National

Memphis Art Park at the Promenade

2018 Award of Honor – NOMA National

Memphis Music Initiative

2018 Award of Citation – NOMA National

Vasco Smith Jr. Admin Building

2018 Award of Citation – NOMA National

Teach For America - Memphis

USGBC

2020 Impact Award – USGBC TN

FedEx Hub Managers Office Building Renovation – LEED Gold

2020 LEED Gold

FedEx Hub Managers Office Building Renovation

2020 LEED Gold

Universal Life Insurance Building Renovation

National Trust for Historic Preservation

2020 Richard H. Driehaus Foundation National Preservation Awards

Universal Life Insurance Building Renovation

Professional

Strathmore's Who's Who among Outstanding Professionals

Strathmore | 2011

AIA Emerging Professionals Exhibition Award 2017

AIA National (Washington DC) | Memphis Art Park at the Prom

Young Memphis Professionals 2018

Greater Memphis Chamber (published in *Memphis Crossroads Magazine Volume 2*)

40 Under 40 2020

Memphis Business Journal (published in *Memphis Business Journal Aug 21-27, 2020 Volume 42, No.20 Pg. 25*)

SAY IT LOUD

Beyond The Built Environment (<https://www.beyondthebuilt.com/mariowalker>)

Mario Walker, NCARB, AIA, NOMA, LEED Green Assoc

Project Architect + Manager at Self+Tucker Architects

mwalker@selftucker.com (work) | mlwalkerrio@gmail.com (personal)

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Volunteer Experience

Zoo Board Member at Memphis Zoological Society

September 2012 - Present (8 years)

AIA Memphis Emerging Professionals Director

December 2014 - 2015 (1 year)

Encore STEM Academy Board Member

January 2019

AIA National Emerging Professionals Task Force

January 2019 – September 2020 (1 year 9 months)

Memphis and Shelby County Building Code Advisory Board

May 2020 – Present

National Council of Architectural Registration Board (NCARB)'s ARE 5.0 Forms Assembly Subcommittee

June 2020 – Present

Interests

Photography, Art, Music, Movies, Multimedia, 3d Graphics and Modeling, Drafting and Architecture, Gaming + VR, New Technology, Captive Animal Conservation (Elephants), Travel, Family

CITY OF MEMPHIS YEAR IN REVIEW 2021

City of Memphis Human Resources Division
February 2022



CITY OF MEMPHIS
HUMAN RESOURCES



An organization is only as strong as the people within it, and with these last two years of unprecedented challenges, that strength has been tested.

I want to express my sincere gratitude for each and every one of our employees who has gone above and beyond to serve our community. Thank you for your innovation, collaboration, and service during these trying times.

As we begin the new year, I know each and every one of you is ready to hit the ground running.

I'm proud of the progress we've made, and excited about the promise a new year brings with it.

Sincerely,

A handwritten signature in black ink, reading "Jim Strickland". The signature is stylized with a large, circular "J" and a cursive "Strickland".

Jim Strickland,
Mayor



The City of Memphis continues to focus on building and investing in an environment of health and wellness that benefits you and your family.

We are committed to providing extensive access to mental health care, COVID-19 testing and support, wellness benefits, and innovative programs such as the student loan reduction program for City of Memphis employees.

For more information please visit:
www.totalrewards.memphistn.gov.

Alex Smith

Chief HR Officer



OUR VISION

Memphis is a hub of opportunity, innovation and easy living.

OUR VALUES

Innovation

Researching best practices and innovating current processes to ensure the best service and use of resources.

Collaboration

Mandating that we break all silos across the organization and ensure that we bring in the best minds to solve problems. Being inclusive of others and striving for a diverse workforce.

Accountability

Setting clear expectations and holding all employees accountable for completing goals and delivering quality services.

Service

The heart of public service is being a servant leader. Ensuring that we have a clear standard that serving citizens of Memphis is our number one priority.

PURPOSE

VISION

MISSION

VALUES

OUR PURPOSE

Improving quality of life for all Memphians, every day.

OUR MISSION

To be brilliant at the basics – delivering reliable, responsive, high-quality services.

2021 KEY PERSONNEL MOMENTS

City of Memphis Library won the National Medal for Museum and Library Service Award. Also, was recognized as being the Most Innovative Public Library.



Hiring Chief CJ Davis - 1st African American woman hired as Chief of Police for the City of Memphis.

We are 1 of 2 large cities to have **female leaders for both Fire and Police Divisions.**

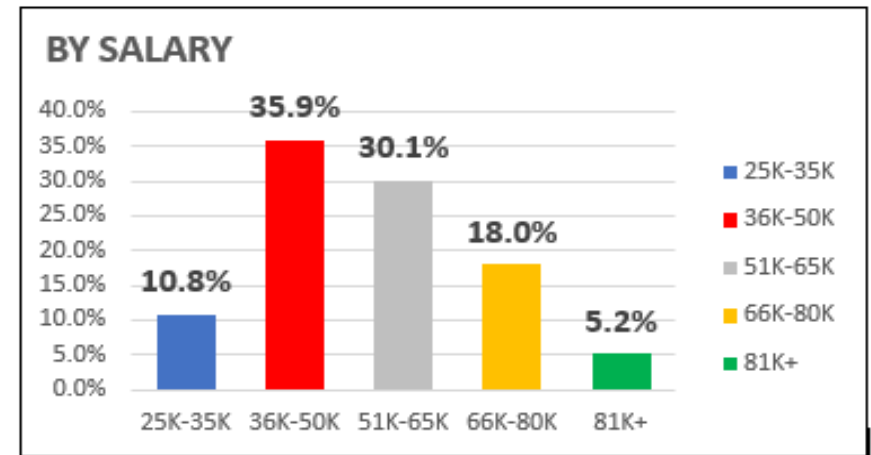
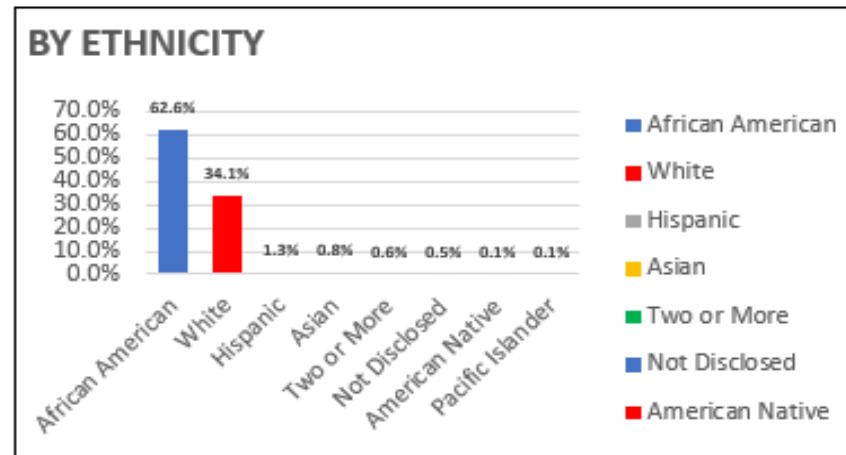
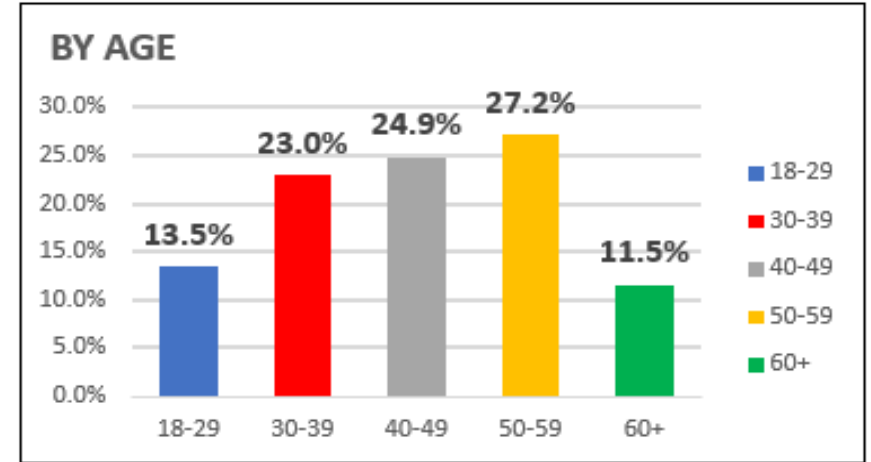
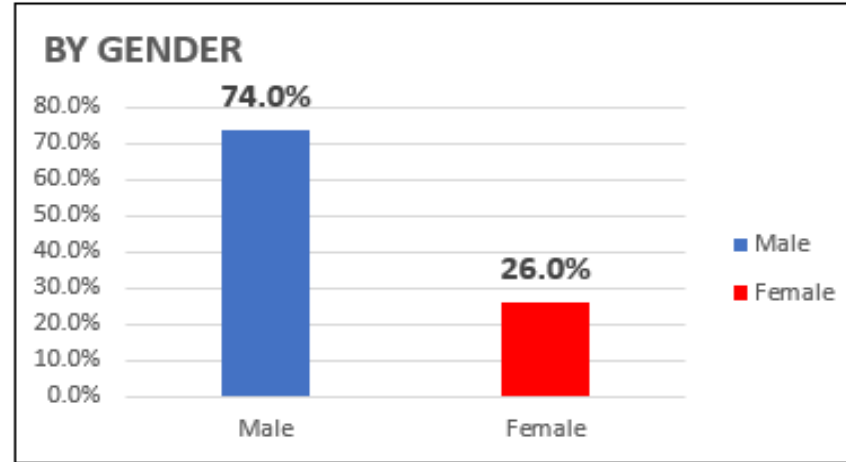




EXECUTIVE SUMMARY

2021 CITY OF MEMPHIS EMPLOYER PROFILE

- Full-Time Employees 6,654
- Part-Time Employees 1,214
- Total Employees 7868
- Hiring 1,124
- 2021 Total Attrition Rate 11%
(YOY up 3.6% pts)
- 2021 Retirement Rate 3.7%
(YOY up .7% pts)
- 2021 Resignation Rate 6.8%
(YOY up 2.9% pts)



CITY OF MEMPHIS EMPLOYER PAY PROFILE



Salary Increases During Strickland Administration

Job Category	2016	2017	2018	2019	2020	2021	5-Year Totals
Police MPA Commissioned (11yrs or less Tenure)	4.75% + \$500 Bonus	1.00% + Retention Bonus \$6,400 --\$7,000	0.00%	4.00%	Covid Hazard Pay	2% + 9% Bonus	11.75% +\$500 Bonus +Retention Bonus \$6,400 - \$7,000 +9% bonus (\$4500+)
Police MPA Commissioned (12yrs+ Tenure)	5.75% + \$500 Bonus	2.00% + \$1600 Bonus	0.00%	4.00%	Covid Hazard Pay	2% + 9% Bonus	13.75% +\$500 Bonus +\$1600 Bonus + 9% Bonus (\$5500+)
Fire IAFF Commissioned and Fire Operators (Dispatchers)	5.00%	1.00% + \$500 Bonus	0.00%	4.00%	Covid Hazard Pay	3.00% + 9% Bonus	13.00% + \$500 Bonus +9% bonus (\$4500+)
CWA Police Dispatchers	2.50%	1.00%	\$500 Bonus	4.00%	Covid Hazard Pay	2.00% + 9% Bonus	9.50% + \$500 Bonus +9% bonus (\$4500+)
Crafts Bricklayers, Cement Masons, Plumbers, Painters, Roofers, Carpenters, IBEW	2.50%	1.00%	0.00%	1.00%	Covid Hazard Pay	0.00% +Essential Worker Pay Eligible	4.50%
Machinists Fire and Shop	1.00% 1.50% Bonus	1.00%	0.00%	1.00%	Covid Hazard Pay	0.00% +Essential Worker Pay Eligible	3.00% 1.50% Bonus

CITY OF MEMPHIS EMPLOYER PAY PROFILE



Salary Increases During Strickland Administration

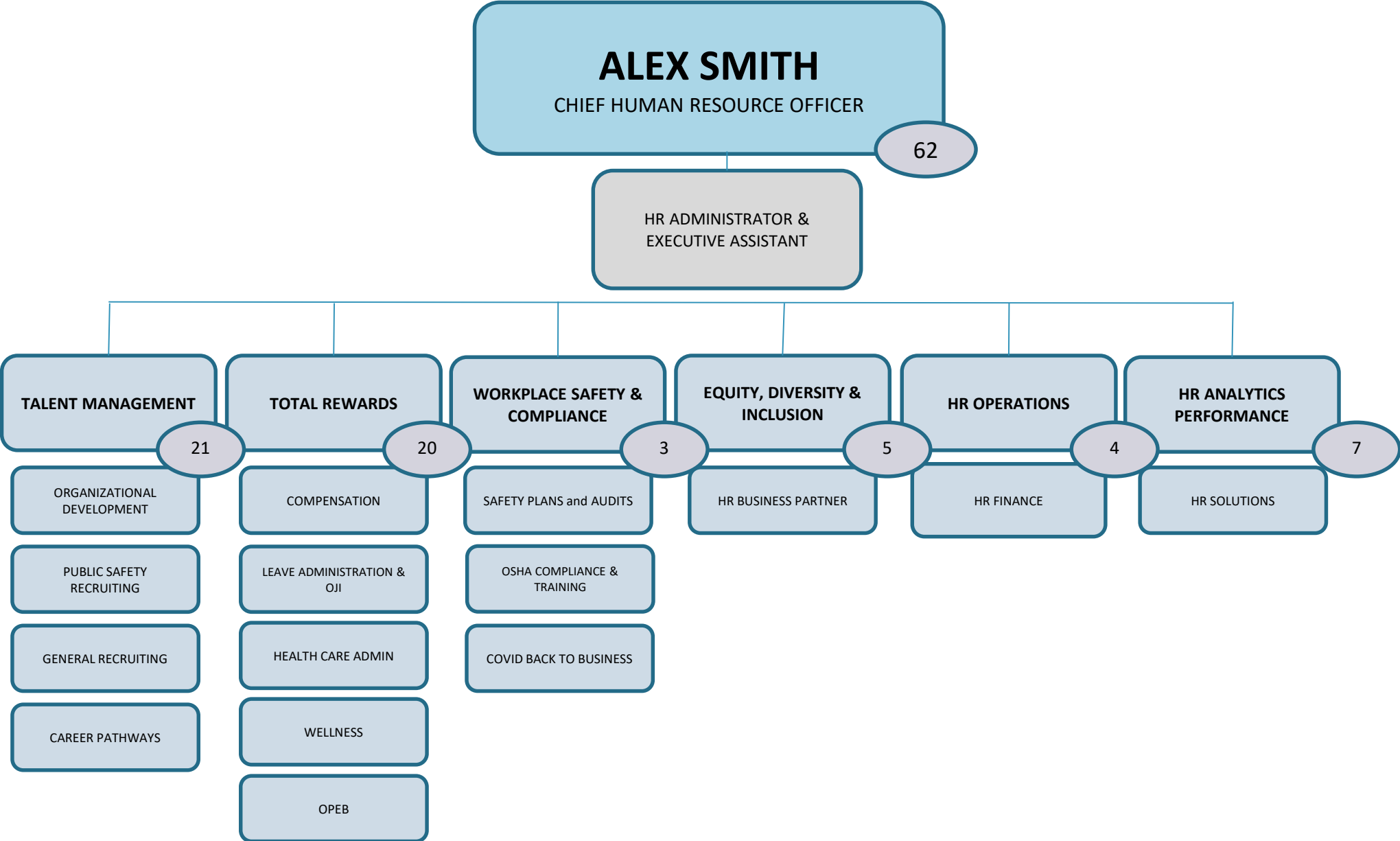
Job Category	2016	2017	2018	2019	2020	2021	5-Year Totals
OE Engineers (Animal, Water Treatment, Construction, Main)	2.50%	1.00%	0.00%	1.00%	Covid Hazard Pay	0.00% +Essential Worker Pay Eligible	4.50%
AFSCME (Survey, Police)	2.50%	1.00%	0.00%	1.00%	Covid Hazard Pay	0.00% +Essential Worker Pay Eligible	4.50%
AFSCME - Code Enforcement	4.00%	1.00%	5.00%	1.00%	Covid Hazard Pay	0.00% +Essential Worker Pay Eligible	11.00%
AFSCME - Main	2.50%	1.00% (All) 1.50% (Crewchiefs)	(Various %s) 4.75% Mnt Mech, 2.75% Crewperson, 10.25% Crewchief 1% Truck Driver	1.00%	Some Covid Hazard Pay Eligible	13.5% (Pipelayers) +Essential Worker Pay Eligible	4.50%+ (Varies)
AFSCME - Clerical	2.50%	1% (All) 2.0%(Office Support Clerk B)	14.75% (Varies Targeted) & (Varies %--\$15.50)	1.00%	Some Covid Hazard Pay Eligible	0.00% +Essential Worker Pay Eligible	19.25% + (Varies)
All Non-Represented	2.50%	1.00%	Targeted Inc and \$15.50 min	1.00%	Some Covid Hazard Pay Eligible	0.00% +Essential Worker Pay Eligible	4.50%+ (Varies)

HR DIVISION YEAR IN REVIEW 2021



CITY OF MEMPHIS
HUMAN RESOURCES

2021 HR ORGANIZATION



2021 HR DIVISION RECOGNITION



CITY OF MEMPHIS
HUMAN RESOURCES

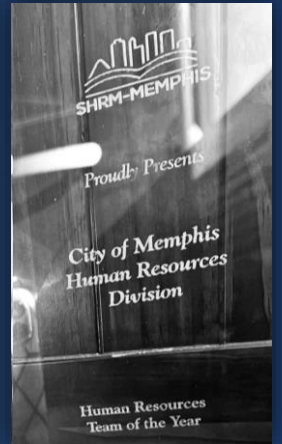
HRO Today Association Awards

- Winner - CHRO of the Year Award
- Winner - Engagement Strategy Excellence in the Public Sector
- Finalist - Diversity and Inclusion Excellence



Society of HR Management – Memphis Chapter Awards

- Winner - HR Team of the Year – Public Sector
- Winner - HR Professional of the Year in Talent Acquisition



2021 Workplace Health Achievement Index Gold Recognition



2021 HR FOCUS AND PROGRESS

- **Covid-19**

- 400+ Covid-19 Care packets provided
- Created vaccination incentive program
- HR workers led Vaccination PODs around the city
- Provided vaccination support and education - over 55% employees vaccinated during 2021

- **Accelerated City of Memphis Hiring during unprecedented global unemployment**

- Launched Fire Cadets program
- Jobs newsletter
- Citywide hiring events
- Sign-on and relocation bonuses offered

- **Enhanced Management Training**

- Management 101 classes provided the necessary tools that will help new managers improve productivity, manage people, and strategically align goals to meet the organization's needs



OUR ANSWER TO THE PANDEMIC . . .



THE **WORKPLACE SAFETY** OFFICE REMAINED EFFECTIVE:

- Over **400+** COVID Care packets distributed to COM COVID-19+ employees
- Continued **COM** internal contact tracing
- **City-wide Workplace Safety Fair** with over **1,800** in attendance / **50+** vendors
- Back to business re-entry **health screenings** process
- **4** city-wide defensive driving classes



EMPLOYEE SUPPORT DURING COVID-19

MONTHLY
Biometric Screenings Events

22
**Onsite Vaccination &
Flu Shots Events**

WEEKLY
Virtual Fitness Classes

WEEKLY Asymptomatic
COVID Testing



City of
MEMPHIS
COVID-19
VACCINATION
INCENTIVES

\$250 | CHANCE TO WIN AN
IPAD

EARN \$50
Watch our
Informational
Video


GET VACCINATED
Scan the QR Code
below for Vaccine
Locations


EARN \$200
Upload your
Vaccination
Information


If you have already received a \$50 incentive for being fully vaccinated, \$150 will be mailed to you.

Difficulty scanning the QR Codes?
Text OURSHOT to 484848

THE **TALENT MANAGEMENT** RECRUITMENT CAMPAIGN

A NEW ERA IN PUBLIC SERVICE

2021 Hiring: 1,124

Full-Time: 577

Part-Time: 548

“A New ERA in Public Service”

- Weekly jobs newsletter
- 10,000 opens weekly
- Hot Jobs Roll Call hosted by Stan Bell
- Employee Spotlight

Recruitment events

- 8 city wide job fairs
- over 1500 job applicants



TALENT MANAGEMENT OFFICE REMAINED EFFECTIVE, HIRING:

Key Hiring Partners:

- Shelby County Schools
- University of Memphis
- Southwest Technical
Community College
- Manhood University
- MPLOY

1,124

Total Employees Hired

2,232

Total Employees Trained

10

Fire Cadets enrolled in
NEW MFD Pathway Program

58

Urban Fellows
Internships

TALENT MANAGEMENT OFFICE ON TRACK WITH PUBLIC SAFETY PROMOTIONS



311

Total 2021 **MPD** Promotions

- Police SGT - **188**
- Police LT - **95**
- Police Major - **21**
- Police LTC - **7**

70

Total 2021 **MFD** Promotions

- Fire Driver - **26**
- Fire LT - **24**
- EMS LT - **7**
- Fire BC – **5**
- Inspector – **4**
- Investigator - **1**
- Fire Prevention Mgr. - **1**
- Sr. Fire Alarm Op - **1**
- Watch Commander - **1**

TOTAL REWARDS - BENEFITS



2021 Current Benefits Participation

ACTIVES			
Tiers	Choice Plan	Select Plan	Totals
EE Only	1304	1260	2564
EE + SP	265	172	437
EE+CH	785	684	1469
FAM	586	535	1121
Total	2940	2651	5591
Percentage	53%	47%	

Increased incentive program participation from **61%** to **76%** and preventive care adherence from **74%** to **85%**.

Recognized by the American Heart Association and Healthier TN as a **healthy workplace**.

RETIREEES			
Tiers	Choice Plan	Select Plan	Totals
EE Only	322	82	404
EE + SP	113	30	143
EE+CH	67	22	89
FAM	92	29	121
Total	594	163	757
Percentage	81%	19%	

TOTAL REWARDS - BENEFITS

TR Call Center Year over Year 2019-2021 YTD								
Year	Number of Calls	Answer Rate %	Wait Time Average in Seconds	Created Tickets	Tickets Closed	One Touch Tickets (tickets resolved on first touch)	Customer Survey Satisfaction Rating %	Open Enrollment Type
2019	27, 200	61.60	55,459	18,720	20,400	98.1	78.2	Passive
2020	39,249	52.80	159	32,513	31,946	94.7	83.2	Mandatory
2021	18,947	74.60	73	23,135	21,333	93.6	85.8	Passive

WELLNESS PROGRAM UTILIZATION



\$470,450

Earned in Wellness Incentives

\$439,092

Redeemed in Wellness Incentives

522

Employees Enrolled in the
Student Loan Program

145

Employees benefited from the
tuition reimbursement program

COMPENSATION AND BENEFITS TEAMS MAINTAINED OPERATIONS



7,148

Transactions processed by Benefits Team, including New Hire Enrollments

6,813

Transactions processed by Compensation Team, including Transfers and Position Changes

364

Total compensation projects, including jobs reviewed and evaluated

EQUITY, DIVERSITY, AND INCLUSION TEAM

MAINTAINED OPERATIONS DURING 2021



- The COM continues to create a safe, supportive space for employees with an almost **50% increase** in employee participation across our 9 Employee Resource Groups
- During the 4th Annual Employee Small Business Fair, small businesses generated its largest profit to date
- EDI also highlighted 20 events **celebrating the diversity** of the COM workforce
- **5 EDI Strategic Goals**
 - Goal 1: Cultivating Diversity
 - Goal 2: Talent Management
 - Goal 3: Metrics
 - Goal 4: Strategic Partnerships
 - Goal 5: Communication

THE ROAD AHEAD

#LeadershipMatters

- Police and Fire Hiring
- Safe Workplace
- Re-engage and re-recruit employees



THANK YOU!

▶ Questions? Please contact. Alex.Smith@MemphisTN.Gov

**A RESOLUTION OF THE MEMPHIS CITY COUNCIL ESTABLISHING THE
2022 REDISTRICTING AD HOC COMMITTEE**

WHEREAS, the Memphis City Council believes free and equal representation is the best, if not the only, foundation upon which a free government can be built; and

WHEREAS, the framers of the United States Constitution chose to use population, by way of the United States Census, as the basis for said free and equal representation; and

WHEREAS, for this reason, the United States Census exists as a cornerstone of our democracy, used – among other purposes – to apportion representatives in Congress, to allocate electoral votes among the States, and to draw Congressional, State, and Municipal districts – like those used by this legislative body; and

WHEREAS, *Tennessee Code Annotated*, Section 6-54-102 provides that municipalities may redistrict into new wards whenever, for proper reasons, they deem expedient so to do; the newly released 2020 United States Census data providing proper reasons; and

WHEREAS, with that in mind, the Memphis City Council now seeks to move forward with the work of reapportioning districts to ensure that members represent substantially equal populations based upon the 2020 United States Census data.

NOW, THEREFORE, BE IT RESOLVED that the Memphis City Council hereby establishes the 2022 Redistricting Ad Hoc Committee; that:

SECTION 1. The 2022 Redistricting Ad Hoc Committee is a Committee of the Whole composed of the thirteen present Memphis City Council members to ensure representation from all council members regarding the reapportionment of the 13-member districts based upon the 2020 United States Census data.

SECTION 2. The 2022 Redistricting Ad Hoc Committee shall elect a Chair and Vice Chair at its first meeting, with the current Council Chairman leading the Ad Hoc Committee until said time.

SECTION 3. Council Attorney Allan Wade, the Election Commission Administrator, or the Election Commission Deputy Administrator, are designated as non-voting members of this Ad Hoc Committee.

SECTION 4. The 2022 Redistricting Ad Hoc Committee shall submit its final suggested redistricting plans to the Memphis City Council no later than the 22nd day of January 2022; this resolution shall take effect from and after its passage, the welfare of the City requiring it.

Sponsor:
Councilwoman Michalyn Easter-Thomas



City Council Item Routing Sheet

Division Engineering

Committee PW, SW, Transportation, GS

Hearing Date 2/1/22

District 6

Super District 8

☐ Ordinance

☒ Resolution

☒ Grant Acceptance

☒ Budget Amendment

☐ Commendation

☐ Other:

Item Description :

A resolution to accept, allocate, and appropriate Federal grant funds in the value of \$1,294,130.00 under Construction for EN01062 - Mississippi Blvd. Pedestrian Crossing project, as well as appropriate GO Bond funds in the value of \$264,000.00 under Construction for EN01062.

Recommended Council Action:

Approve the resolution to appropriate.

Status of MWBE planned expenditures funding, if applicable:

This request is to appropriate \$1,558,130.00 for the EN01062. The Goal setting committee will set an MWBE participation goal of 8% in accordance with TDOT's procedures. The award has not yet been made.

Describe previous action taken by any other entity (i.e. board, commission, task force, council committee, etc.) and date of any action taken:

Federal grant funds and GO Bonds were previously allocated and appropriated by City Council for this project in FY15 Capital Budget.

Does this item require city expenditure? No

\$ Amount _____

\$ Revenue to be received _____

Source and Amount of Funds

\$ Operating Budget

\$ CIP Project # EN01062

\$ Federal/State/Other \$1,294,130.00

Approvals

Director ✓ 2/1/22 Date _____

Budget Manager _____ Date _____

Chief Financial Officer _____ Date _____

Deputy Financial Officer _____ Date _____

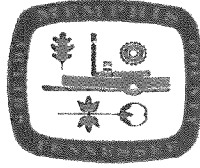
Chief Legal Officer _____ Date _____

Chief Administrative Officer

_____ Date _____

Council Committee Chair

_____ Date _____



Memphis City Council Summary Sheet

1. Description of the Item (Resolution, Ordinance, etc.)

A resolution to accept, allocate, and appropriate Federal grant funds in the value of \$1,294,130.00 under Construction for EN01062 - Mississippi Blvd. Pedestrian Crossing project, as well as appropriate GO Bond funds in the value of \$264,000.00 under Construction for EN01062.

2. Initiating Party (e.g. Public Works, at request of City Council, etc.)

This project is being initiated by the Division of Engineering.

3. State whether this is a change to an existing ordinance or resolution, if applicable.

This project does not involve a change to an existing ordinance or resolution.

4. State whether this will impact specific council districts or super districts.

Capital improvements in Districts 6 and 8.

5. State whether this requires a new contract, or amends an existing contract, if applicable.

Amends an existing grant agreement with the Tennessee Department of Transportation for EN01062 to award the Construction funds.

6. State whether this requires an expenditure of funds/requires a budget amendment

Appropriation will require an amendment to the FY22 Capital Budget to appropriate funds in the sum of \$1,558,130.00

7. If applicable, please list the MWBE goal and any additional information needed

This request is to appropriate \$1,558,130.00 for the EN01062. The Goal setting committee will set an MWBE participation goal of 8% in accordance with TDOT's procedures. The award has not yet been made.



A resolution to accept, allocate, and appropriate Federal grant funds in the value of \$1,294,130.00 under Construction for EN01062 - Mississippi Blvd. Pedestrian Crossings project, as well as appropriate GO Bond funds in the value of \$264,000.00 under Construction for EN01062.

WHEREAS, the Tennessee Department of Transportation has awarded \$1,294,130.00 in Federal grant funds to the Construction phase for project EN01062 – Mississippi Blvd. Pedestrian Crossings; and

WHEREAS, it is necessary to accept, allocate, and appropriate a sum of \$1,294,130.00 in Federal grant funds; and

WHEREAS, the Council of the City of Memphis previously allocated \$264,000.00 in GO Bond funds under Contract Construction for project EN01062 – Mississippi Blvd. Pedestrian Crossings; and

WHEREAS, it is necessary to appropriate a sum of \$264,000.00 in GO Bond funds; and

WHEREAS, this appropriation would allow the funds encumbrance for a construction contract for EN01062; and

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Memphis that the Fiscal Year 2022 Capital Budget be and is hereby amended by accepting, allocating, and appropriating \$1,294,130.00 in Federal grant funds as well as by appropriating \$264,000.00 in GO Bond funds for EN01062 – Mississippi Blvd. Pedestrian Crossings.

BE IT FURTHER RESOLVED, that there be and is hereby appropriated the sum of \$1,558,130.00 to the Fiscal Year 2022 Capital Budget and credited as follows:

Project Title:	Mississippi Blvd. Pedestrian Crossings
Project Number:	EN01062
Total Amount:	\$1,294,130.00 (Federal Grants CIP at Contract Construction)

Project Title:	Mississippi Blvd. Pedestrian Crossings
Project Number:	EN01062
Total Amount:	\$264,000.00 (GO Bonds at Contract Construction)

Council Resolution Caption (CMAQ Chelsea-Hollywood-EN01097 – Federal Grant Appropriation)

A resolution to accept, allocate, and appropriate Federal grant funds in the value of \$1,294,130.00 under Construction for EN01062 - Mississippi Blvd. Pedestrian Crossing project, as well as appropriate GO Bond funds in the value of \$264,000.00 under Construction for EN01062.



City Council Item Routing Sheet

Division: MLGW

Committee: MLGW

Hearing Date: February 1, 2022

☒ Ordinance

☐ Resolution

☐ Grant Acceptance

☐ Budget Amendment

☐ Commendation

☐ Other: [Click here to enter text.](#)

Item Description: AN ORDINANCE TO AMEND THE CODE OF ORDINANCES OF THE CITY OF MEMPHIS PERTAINING TO CONTRACTS AND SALARIES OF THE MEMPHIS LIGHT, GAS AND WATER DIVISION TO RAISE THE LIMITS OF CONTRACTS AND SALARIES OR COMPENSATION FOR EMPLOYEES OR OTHERS REQUIRING CITY COUNCIL APPROVAL TO \$500,000.00 AND \$180,000.00, RESPECTIVELY.

Recommended Council Action: Approval of Amendment to Ordinances

Describe previous action taken by any other entity (i.e. board, commission, task force, council committee, etc.) and date of any action taken: MLGW Board of Commissioners approved on January 5, 2022.

Does this item require city expenditure? No

\$Click here to enter text.

\$Click here to enter text.

Source and Amount of Funds:

Approvals

MLGW SVP, CFO & CAO/Secretary-Treasurer

 Date 1/21/22

Division Chief _____ Date _____

Budget Manager _____ Date _____

Chief Financial Officer _____ Date _____

City Attorney _____ Date _____

Chief Operating Officer

_____ Date _____

Council Committee Chair

_____ Date _____



Memphis City Council Summary Sheet

1. Description of the Item (Resolution, Ordinance, etc.)

AN ORDINANCE TO AMEND THE CODE OF ORDINANCES OF THE CITY OF MEMPHIS PERTAINING TO CONTRACTS AND SALARIES OF THE MEMPHIS LIGHT, GAS AND WATER DIVISION TO RAISE THE LIMITS OF CONTRACTS AND SALARIES OR COMPENSATION FOR EMPLOYEES OR OTHERS REQUIRING CITY COUNCIL APPROVAL TO \$500,000.00 AND \$180,000.00, RESPECTIVELY.

2. Initiating Party (e.g. Public Works, at request of City Council, etc.)

Memphis Light, Gas and Water Division

3. State whether this is a change to an existing ordinance or resolution, if applicable.

Section 1 of Ordinance No. 5383; Section 2 of Ordinance No. 5046; and, Provisions of Ordinance Nos. 3509, 5046, 5256, 5291, 5383, and 5574.

4. State whether this requires a new contract, or amends an existing contract, if applicable.

Not applicable.

5. State whether this requires an expenditure of funds/requires a budget amendment.

Not applicable.



AN ORDINANCE TO AMEND THE CODE OF ORDINANCES OF THE CITY OF MEMPHIS PERTAINING TO CONTRACTS AND SALARIES OF THE MEMPHIS LIGHT, GAS AND WATER DIVISION TO RAISE THE LIMITS OF CONTRACTS AND SALARIES OR COMPENSATION FOR EMPLOYEES OR OTHERS REQUIRING CITY COUNCIL APPROVAL TO \$500,000.00 AND \$180,000.00, RESPECTIVELY.

ORDINANCE NO. ____

AN ORDINANCE TO AMEND THE CODE OF ORDINANCES OF THE CITY OF MEMPHIS PERTAINING TO CONTRACTS AND SALARIES OF THE MEMPHIS LIGHT, GAS AND WATER DIVISION TO RAISE THE LIMITS OF CONTRACTS AND SALARIES OR COMPENSATION FOR EMPLOYEES OR OTHERS REQUIRING CITY COUNCIL APPROVAL TO \$500,000.00 AND \$180,000.00, RESPECTIVELY.

WHEREAS, Section 681 of the City's Charter, adopted by Private Act of the Tennessee Legislature in 1939 (the "Memphis City Charter"), reserved to the City Council authority to approve, in advance of execution, contracts entailing an obligation or expenditure in excess of Five Thousand Dollars to be executed by the Board of Light, Gas & Water Commissioners of the City of Memphis ("MLGW Board"); and

WHEREAS, Section 675 of the Memphis City Charter, as amended by Ordinance 3509, adopted on November 5, 1985, also reserved to the City Council authority to approve the setting of salaries or other compensation of any officers, executive management employees or other employees for MLGW in excess of \$90,000.00 in advance of employment.

WHEREAS, under the provisions of Ordinance No. 3054, dated September 2, 1980, to the City's Charter (the "Home Rule Amendment"), the City Council is authorized to increase by ordinance the amount of contracts and salaries or compensation for employees or others requiring City Council approval; and

WHEREAS, from time to time, the City Council has amended its Code of Ordinances to adjust the limits of authority granted to the MLGW Board for the execution of contracts and the setting of salaries for employees hired as it deemed appropriate; and

WHEREAS, in recognition of the impediment to responsiveness and additional cost to MLGW's customers caused by the requirement for approval of individual contracts and to improve MLGW's fiscal and operational efficiency in completing work, the City Council desires to raise the limits requiring approval by the Council prior to execution; and

NOW THEREFORE BE IT ORDAINED THAT,

SECTION 1. Section 1 of Ordinance No. 5383 is amended and restated as follows:

Notwithstanding Ordinance No. 5383 to the contrary, all contracts (other than emergency purchases, purchases of natural gas and other derivative products, and settlements between MLGW and its employees pursuant to the workers' compensation laws of the State of Tennessee, which shall not require City Council approval in advance of execution) entailing an obligation or expenditure, including fees or other compensation of any engineers, auditors, attorneys, consultants and others employed to render extraordinary services to MLGW, in excess of \$500,000.00 shall require City Council approval in advance of execution. Furthermore, all interlocal agreements or contracts between MLGW and any municipality or division of government (other than the City of Memphis and its divisions) that involve the collection of any municipal, county or other government fee, tax or other charge not directly related to utility service (such as electricity, gas, or water utility service) shall require Council approval in advance of execution. In emergencies MLGW may enter into emergency purchases as defined herein, which emergency purchases shall be later ratified by the Council. MLGW may also purchase natural gas and other derivative instruments daily as long as the aggregate annual amount of these purchases are approved by the Council in the annual budget of MLGW.

For the purposes of this Ordinance the term "emergency purchases" shall include, but shall not necessarily be limited to, any purchase orders and contracts in excess of \$500,000.00 needed to: (i) remedy any hazardous, unsafe or environmentally harmful event or condition that has created or may create a harmful situation for the public or MLGW employees, whether or not ordered, directed or requested by a federal or state agency; (ii) ensure continuous and reliable utility service to MLGW customers, or (iii) take whatever steps are reasonably necessary to address problems caused by a catastrophic event.

SECTION 2. Section 2 of Ordinance No. 5046 is amended and restated as follows:

Notwithstanding Ordinance No. 5046 to the contrary, any salaries or other compensation of any officers, executive management employees or other employees for MLGW in excess of One Hundred Eighty Thousand (\$180,000.00) shall require approval in advance of employment.

SECTION 3. Except to the extent inconsistent with the provisions hereof, the provisions of Ordinances Nos. 3509 5046, 5256, 5291, 5383 and 5574 are hereby ratified and shall remain in full force and effect.

SECTION 4. The provisions of this Ordinance are hereby severable. If any of these sections, provisions, sentences, clauses, phrases or parts are held unconstitutional or void, the remainder of this Ordinance shall continue in full force and effect.

SECTION 5. This Ordinance shall take effect from and after the date it shall have been passed by the City Council, signed by the Chairman of the Council, certified and delivered to the office of the Mayor in writing by the comptroller, and become effective as otherwise provided by law and shall continue in full force and effect until repealed or amended.

Chairman of the Council

Attest:

_____, Comptroller

EXCERPT
from
MINUTES OF MEETING
of
BOARD OF LIGHT, GAS AND WATER COMMISSIONERS
CITY OF MEMPHIS
held
January 5, 2022

.....

In accordance with the recommendations contained in the 2019 Baker Tilly Efficiency Study, the President and CEO recommends to the Board of Light, Gas and Water Commissioners that this Board (i) approve the execution and delivery by the President and CEO or his designee of contracts entailing obligations or expenditures of \$500,000.00 or less without the prior approval of this Board, and (ii) approve an “ORDINANCE TO AMEND SECTION 2-20-5 OF THE CODE OF ORDINANCES OF THE CITY OF MEMPHIS PERTAINING TO CONTRACTS AND SALARIES, TO AMEND THE LANGUAGE PERMITTING THE PURCHASE OF NATURAL GAS IN ACCORDANCE WITH MLGW’S LARGE CUSTOMER PREPAY PROGRAM AND GAS RATE SCHEDULE G-13 PREVIOUSLY APPROVED BY THIS BOARD AND THE CITY COUNCIL, AND TO RATIFY AND APPROVE THE EXECUTION OF WORKERS COMPENSATION SETTLEMENT AGREEMENTS BETWEEN MLGW AND ITS EMPLOYEES” to be submitted to the Memphis City Council for its consideration and adoption.

The proposed Ordinance is an amendment to the existing Code of Ordinances of the City of Memphis and will grant authority to the MLGW Board of Commissioners to (i) enter into contracts entailing amounts and obligations or expenditures of \$500,000.00 or less without the consent and approval of the Memphis City Council, (ii) to set the salaries of employees as determined to be reasonable by the Board of Light, Gas

& Water Commissioners as long as such salaries do not exceed \$180,000.00 per year, and
(iii) to update and correct language in the Code of Ordinances relating to purchases of
natural gas and workers' compensation settlement agreements.

NOW, THEREFORE, BE IT RESOLVED, THAT, the Ordinance captioned "AN ORDINANCE TO AMEND SECTION 2-20-5 OF THE CODE OF ORDINANCES OF THE CITY OF MEMPHIS PERTAINING TO CONTRACTS AND SALARIES OF THE MEMPHIS LIGHT, GAS AND WATER DIVISION TO RAISE THE AMOUNT OF CONTRACTS AND SALARIES OF THE MEMPHIS LIGHT, GAS AND WATER DIVISION TO RAISE THE AMOUNT OF CONTRACTS AND SALARIES OR COMPENSATION FOR EMPLOYEES OR OTHERS REQUIRING CITY COUNCIL APPROVAL TO \$500,000.00 AND \$180,000.00, RESPECTIVELY, TO AMEND THE LANGUAGE PERMITTING THE PURCHASE OF NATURAL GAS IN ACCORDANCE WITH MLGW'S LARGE CUSTOMER PREPAY PROGRAM AND GAS RATE SCHEDULE G-13 PREVIOUSLY APPROVED BY THIS BOARD AND THE CITY COUNCIL, AND TO RATIFY AND APPROVE THE EXECUTION OF WORKERS COMPENSATION SETTLEMENT AGREEMENTS BETWEEN MLGW AND ITS EMPLOYEES", is approved for submittal to the Memphis City Council for its consideration; and

FURTHER THAT, the Memphis City Council is requested to support adoption of the proposed Ordinance; and

THAT, upon approval of the Ordinance by the Memphis City Council, the President and CEO is hereby authorized to execute and deliver contracts entailing obligations or expenditures of \$500,000.00 or less without the prior approval of this Board or the City Council; and

THAT, upon approval of the Ordinance by the Memphis City Council, the President and CEO is hereby further authorized to hire employees at salaries not exceeding \$180,000.00 without the prior approval of this Board or the City Council in advance of employment.

I hereby certify that the foregoing is a true
copy of a resolution adopted by the Board of Light,
Gas and Water Commissioners at a regular - special
meeting held on 24th day of January,
2022, at which a quorum was present.


Secretary - Treasurer

Summary of Limit Change Impacts												
Item Count:												
2021												
2020												
2019												
If limit =												
\$ 50,000.00	176	63	239	0%	163	67	230	% Reduction from Current Level	122	53	175	% Reduction from Current Level
\$ 100,000.00	167	53	220	8%	144	47	191	17%	110	41	151	14%
\$ 200,000.00	127	42	169	29%	120	35	155	33%	88	32	120	31%
\$ 300,000.00	112	35	147	38%	107	32	139	40%	76	27	103	41%
\$ 400,000.00	95	28	123	49%	92	26	118	49%	72	25	97	45%
\$ 500,000.00	90	24	114	52%	84	22	106	54%	69	24	93	47%
\$ 750,000.00	73	14	87	64%	70	18	88	62%	57	16	73	58%
\$ 1,000,000.00	65	11	76	68%	61	15	76	67%	45	14	59	66%
Item \$:												
2021												
2020												
2019												
If limit =												
\$ 50,000.00	\$ 335,303,848.06	\$ 47,849,023.81	\$ 383,152,871.87	0%	\$ 170,956,947.42	\$ 40,658,062.04	\$ 211,615,009.46	% Reduction from Current Level	\$ 224,484,761.53	\$ 63,482,267.71	\$ 287,967,029.24	0%
\$ 100,000.00	\$ 334,841,470.71	\$ 47,103,339.21	\$ 381,944,809.92	0%	\$ 169,966,019.86	\$ 39,146,808.63	\$ 209,112,828.49	1%	\$ 224,025,982.09	\$ 62,565,396.94	\$ 286,591,379.03	0%
\$ 200,000.00	\$ 331,574,463.06	\$ 45,684,964.37	\$ 377,259,427.43	2%	\$ 167,981,598.16	\$ 37,577,881.23	\$ 205,559,479.39	3%	\$ 222,489,163.79	\$ 61,335,956.15	\$ 283,825,119.94	1%
\$ 300,000.00	\$ 329,499,043.38	\$ 43,880,545.72	\$ 373,379,589.10	3%	\$ 166,827,869.26	\$ 36,865,120.23	\$ 203,692,489.49	4%	\$ 221,220,129.20	\$ 60,043,949.40	\$ 281,264,078.60	2%
\$ 400,000.00	\$ 326,093,855.70	\$ 41,751,497.66	\$ 367,845,353.36	4%	\$ 164,292,367.93	\$ 35,262,166.37	\$ 199,554,534.30	6%	\$ 220,721,909.20	\$ 59,598,828.71	\$ 280,320,737.91	3%
\$ 500,000.00	\$ 325,187,044.08	\$ 40,024,843.66	\$ 365,211,887.74	5%	\$ 162,237,619.93	\$ 33,549,800.75	\$ 195,787,420.68	7%	\$ 219,862,580.00	\$ 59,196,628.71	\$ 279,059,208.71	3%
\$ 750,000.00	\$ 319,377,644.40	\$ 35,401,922.35	\$ 354,779,566.75	7%	\$ 159,050,249.30	\$ 30,974,832.40	\$ 190,025,081.70	10%	\$ 216,818,671.18	\$ 54,828,882.59	\$ 271,647,553.77	6%
\$ 1,000,000.00	\$ 316,692,454.02	\$ 32,656,464.58	\$ 349,348,918.60	9%	\$ 155,979,798.85	\$ 28,336,775.57	\$ 184,316,574.42	13%	\$ 214,884,454.43	\$ 53,136,210.82	\$ 268,020,665.25	7%
Moving the Limit to \$500,000 would reduce the number of items going to the Board/Council by approximately 50%, while reducing the dollars subject to review by only about 5% on average.												



MEMPHIS CITY COUNCIL

Resolution

WHEREAS, when worthy circumstances arise, the Memphis City Council has seen fit to name certain public roads to honor citizens who have served this community; and

WHEREAS, **Bishop Henry M. Williamson, Sr.** and his legacy of achievement represent one of these worthy circumstances; and

WHEREAS, the Bishop Williamson was born in Arkansas and reared in Tennessee and Gary, Indiana, he graduated from historic Roosevelt High School. He is a graduate of Purdue University at Calumet with a B.A. in Sociology and Garrett-Evangelical Theological Seminary with a Master of Divinity for Northwestern in Evanston, Illinois and awarded a Doctor of Divinity Degree from United Theological Seminary and Bible College for his leadership and contributions in the area of Civil and Human Rights; and

WHEREAS, Bishop Williamson is married to Dr. Doris Yvonne Williamson who has been an essential part of his success in the ministry, the church and community as proud parents of two (2) adult children, Kelli D. Williamson-Key (husband Raymonn) and Henry, Jr. (wife Dana). The proud grandparents of three (3) grandsons: Johnathan, Henry, III and Derek. And especially grateful to his Mother, the late Mrs. alma J. Williamson-Carvin for her love, influence, and sacrifice in making him the Christian leader he is today; and

WHEREAS, Bishop Williamson firmly believes in a three-fold ministry of Salvation, Education and Liberation through Jesus Christ with his favorite scripture is "I can do all things through Christ who strengthens me" (Philippians 4:13) and hymn No 52 "Jesus Is Mine"; and

WHEREAS, Bishop Williamson holds the distinction of being the first CME to lead a major civil rights organization as National President of Operation PUSH (now Rainbow PUSH), America's third (3rd) largest civil rights organization started by Reverend Jesse L. Jackson, Sr. to carry on the work of Reverend Dr. Martin Luther King, Jr. for social and economic parity; and

WHEREAS, Bishop Henry M. Williamson was elected the 52nd Bishop of the Christian Methodist Episcopal Church, July 3, 2002, at the General Conference in Atlanta, Georgia, and assigned to the Ninth Episcopal District (2002-2010). He served as the Presiding Prelate of the Eight Episcopal District which comprises the 5 regions throughout the State of Texas until 2014. He now serves as the Presiding Prelate of the First Episcopal District which includes the Arkansas and Tennessee Regions; and

WHEREAS, it is truly the sum of *all of these attributes and qualities* that make **Bishop Henry M. Williamson, Sr.** an invaluable member of the Memphis community.

NOW THEREFORE, BE IT RESOLVED that Ayers Street between N. Parkway and Poplar Avenue be declared

“Bishop Henry M. Williamson, Sr. Avenue”

in honor of his exemplary contributions to the City of Memphis.

BE IT FURTHER RESOLVED that the City Engineer is requested to affix suitable signs designating this public road.

Adopted: January 18th, 2022

Sponsor:

Chairwoman Jamita Swearengen
Memphis City Council
District 4

WHEREAS, from time to time, the Memphis City Council has seen fit to name certain public roads to honor individuals worthy of recognition – the legacy of Memphis musician, **Jimi Jamison** representing one of these worthy occasions; and

WHEREAS, **Jimi Jamison’s** story is special as he represents an invaluable piece of the Memphis musical patchwork, using his voice to contribute to our City’s unrivaled roster of creative citizens; and

WHEREAS, having attended Sherwood Middle School and being a proud graduate of Messick High School, **Jimi Jamison** collaborated with his classmates from a young age, and realized his potential for artistic success almost immediately; at age seventeen, his teenage band released a hit single that attracted national renown; the song, “If I Cry,” led the group to be signed by Atlantic Records; and

WHEREAS, although the initial good fortune was short-lived, **Jimi Jamison** subsequently matriculated at the University of Memphis to study Radio, TV, and Journalism; while committed to his studies, he never lost sight of his goal to be a professional singer; and

WHEREAS, evoking the tenacious spirit central to the hearts and minds of Memphians of every stripe, **Jimi Jamison** never gave up on his dream; ultimately, his natural talent, willingness to hone his craft, and relentless drive paid off as he soon sang with the band Target and found himself signed to A&M Records; during this time, he stood out for his ability to carry melodies with a unique passion; and

WHEREAS, the adage rings true, “the cream always rises to the top,” so did **Jimi Jamison** and he was subsequently recruited to be the lead singer of the band Survivor; with his ascension into the realm of Rock Stardom, he now had the *band*, he had the *moves*, he had the *look*, and most importantly, *he had the voice*; as a result, his career was cemented in the pantheon of American music; and

WHEREAS, upon review, **Jimi Jamison’s** addition to the band Survivor represented a period of resurgence for the musical group that experienced chart-topping singles and platinum-selling albums; and

WHEREAS, ever creative and independent, after five years with Survivor, **Jimi Jamison** ventured out on his own as a solo artist and sought-after session musician, collaborating with the likes of the Fabulous Thunderbirds, Jeff Healey, and ZZ Top, just to name a few; and

WHEREAS, known to his fans as “The Voice” for his one-of-a-kind vocals, **Jimi Jamison** was a singer whose reputation was well-documented, appreciated, and international in its reach; as such, the Memphis City Council now wishes to posthumously honor **Jimi Jamison** for his contributions to our community and culture.

NOW, THEREFORE, BE IT RESOLVED BY THE MEMPHIS CITY COUNCIL that appreciation be expressed for the life and legacy of **Jimi Jamison**, whose outstanding musical talent was shared with audiences for nearly 50 years, thereby adding to Memphis’ prominence as a musical city above all others.

BE IT FURTHER RESOLVED that Highland Street between Central Avenue and Southern Avenue be declared

“Jimi Jamison Street”

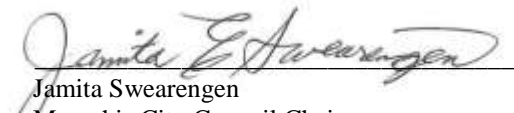
In honor of the immensely talented **Jimi Jamison**.

BE IT FURTHER RESOLVED that the City Engineer is requested to affix suitable signs designatingthis public road.

Adopted: Tuesday, February 1, 2022



Worth Morgan
Memphis City Council
District 5



Jamita Swearengen
Memphis City Council Chairwoman
District 4